

EQUITY, ACCESS & DIVERSITY  
MINUTES OF MEETING  
MAY 7, 2004

[In these minutes: Discussion with Chief of Police Greg Hestness, Review of Board of Regents Policies, Agenda Items for 2004 - 2005, Keeping Our Faculties Conference III]

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Assembly; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration or the Board of Regents.]

PRESENT: Mary Lay, Chair, Beverly Balos, Don Cavalier, Avelino Mills-Novoa, Julie Sweitzer, Claire Walter-Marchetti, Eric Burgess, Carol Chomsky, Jeffrey Roberts, Vanessa Bailey

REGRETS: Rose Blixt, Benjamin Clarke, Jennifer Gunn, Lisa Jordan, Amy Kaminsky, Margaret Moss, Jean Richards

ABSENT: Nena Fox, Chelsea Jean Helmer

OTHERS: Karen Anderson, Hawona Sullivan Janzen

GUEST: Chief of Police and Assistant Vice President for Public Safety Greg Hestness

I). Professor Lay called the meeting to order and those present to introduce themselves.

II). Professor Lay introduced today's guest, Chief of Police Gregory Hestness. Chief Hestness began by providing members with a brief overview of his background. Next, Chief Hestness summarized his priorities:

- Make the UMPD be more visible on campus as well as in the broader community.
- Interact with protected class communities and be a progressive department.

- Hire qualified staff in adequate numbers with diverse backgrounds. The UMPD has very good gender diversity, however, the pool for protected class candidates is quite small. The University Police Department has limited racial diversity at this time.
- Train officers to work with protected classes.
- Be a responsive and effective at providing public safety.
- Provide outreach to the community, and, as a result, establish relationships and build trust within the community. This will require deliberate efforts on the part of the UMPD to build community respect.
- Grow the department. Chief Hestness noted that the University is a very lightly staffed department compared to other institutions with a ratio of .9 officers per 1000 students.

Additional information shared by Chief Hestness:

- The UMPD is an attractive employer for officers, with good compensation.
- While some training is provided, this is an area that needs to be expanded. In addition to current training, officers will be receiving training in e.g. ethical policing, interacting with the mentally ill, etc.
- The UMPD has excellent policies with regard to professionalism, impartial policing, reporting of bias crimes, etc. However, in Chief Hestness's opinion, it is not enough to just have these policies, but rather they need to be modeled and enforced as well.
- It is critical that the UMPD is responsive and helpful to all calls, including complaints. Responsiveness serves to minimize harm.
- The UMPD is, and needs to continue to be an effective agency.
- Outreach and community building are absolutely necessary in order for the UMPD to be effective. The UMPD does a tremendous amount of work in the immediate surrounding campus area.
- The UMPD has received suggestions that it should conduct outreach to individual and minority student associations on campus as well as participate in the Office of Minority Affairs orientation sessions.
- Efforts will be made to continue to work with and develop relationships in the Marcy-Holmes neighborhood as well the large Somali population on the West Bank.
- Steve Johnson has been appointed Deputy Police Chief.

Comments/questions from members following Chief Hestness's remarks:

- It was suggested that the Police Department collaborate with OMAA to offer scholarship money for minority students interested in becoming police officers and also to establish training programs for UMPD officers.
- Is the Police Department collaborating with the Department of Recreational Sports to develop programs for the large Somali population that will be here this summer? Chief Hestness is unaware of any such collaboration, but will have Deputy Chief Johnson look into this further.
- Does the Police Department have any specific programming, training or policies that deal with issues of domestic violence? Does the Police Department have written policies with regard to probable cause arrest, evidence based prosecution, etc.? According to Chief Hestness, studies indicate that arrest is the best predictor of reduced repeat violence, and he strongly supports this theory. Although Chief Hestness is familiar with the domestic violence matters from his work on the Minneapolis Police Department, he cannot comment about the University's specific policies.
- How do you plan to increase the visibility of the Police Department on campus? Chief Hestness plans to improve web-based communications within the University community and also have more uniformed officers on campus.
- Has the UMPD considered developing a checklist or providing training to departments that deal with serious calls/situations? To do so would provide these areas with the resources they need to deal with difficult situations effectively and efficiently. Other members agreed that this is an on-going issue that needs to be readdressed, as there are changes in staff, etc.
- What is your opinion about some of the racial profiling allegations that recently occurred on campus, and how are you planning to deal with these instances? Chief Hestness stated that no racial profiling instances have been referred to him specifically. Regarding racial profiling in general, he believes that no officer consciously singles out an individual based on his/her race; however, unconscious biases can develop, particularly for officers that have little experience dealing with diverse communities. The University has a policy of impartial policing.

- Are there procedures in place to deal with complaints against officers? Chief Hestness stated that all concerns should be communicated to an officer's supervisor. At an informal level, many things can be resolved with good communication. If, however, this is unsuccessful, individuals are welcome to file a formal complaint. Once a formal complaint is filed the State Peace Officers' Bill of Rights takes effect, which requires a signed complaint by a named person. From here the complaint is investigated by Internal Affairs.
- Would the Police Department share its resources with the coordinate campuses, if there were a need? Currently, the Twin Cities Police Department is helping the coordinate campuses with their emergency management and security programming. In the Compact that Chief Hestness recently prepared, he stated that the Police Department would be more than willing to work with the coordinate campuses if there was a need.

Members thanked Chief Hestness for attending today's meeting, and he, in turn, thanked members for the opportunity to address the Committee.

Members continued their discussion on this agenda item. Members expressed concern over the process for lodging a complaint against an officer. It was mentioned that OMAA plans to recommend to UMPD that they create a Civilian Review Board to investigate such incidences.

Another member was not satisfied with Chief Hestness's response to the question regarding domestic violence; she felt it was very inadequate. Avelino Mills-Nova reported that there are plans to create an Advisory Board to the UMPD made up of a variety of stakeholders across the campus. This would be a place that issues such as domestic violence or sexual assault could be brought and discussed.

Members agreed it would be wise to send Chief Hestness a follow-up letter, thanking him for attending today's meeting, encouraging him to consider setting up an Advisory Board and requesting him to follow-up on questions that were raised today that he did not have adequate answers for.

A member questioned whether or not the UMPD has student internships? This would offer the student body the opportunity to get some real world

work experience, and may also be one way to recruit minority students who may be interested in the law enforcement profession. Most departments seem to have plenty of work, with a limited number of resources, and this may be one way to bridge this gap. It was also suggested that the Police Department work with community colleges that offer law enforcement programs as a means to deal with the racial diversity recruiting dilemma.

III). Julie Sweitzer reported that all Board of Regents policies are in the process of being reviewed. The Office of Equal Opportunity has been asked to review the Nepotism and Consensual Relationships Policy, which was originally passed in 1998. It has always been the position of this policy that conflicts of interest must be avoided. In Ms. Sweitzer's opinion, since the policy was passed in 1998, it has accomplished what it set out to do, and, therefore, she would recommend no substantive changes to this policy. A copy of the policy was distributed to members for their review. It was agreed that if members have concerns regarding this policy they should contact Julie Sweitzer [sweit001@umn.edu](mailto:sweit001@umn.edu) by the end of May. Professor Lay stated if no concerns are heard by that time, Ms. Sweitzer has the Committee's endorsement to move forward with this policy.

Ms. Sweitzer added that the Sexual Harassment Policy and two Equal Opportunity Policies also are being reviewed. She proposes that the Sexual Harassment Policy be made into a broader non-harassment policy incorporating the University's protected characteristics policy. Additionally, Ms. Sweitzer recommends that gender identity be included in the Equal Opportunity and Harassment policies. All of these proposed changes will require a significant amount of consultation through the governance process and Ms. Sweitzer would like to start this process in the EAD Committee. This will need to be one of the first agenda items for fall 2004 for the Committee.

In closing, Ms. Sweitzer reported on the GLBT's efforts around the Coalition for a Respectful Work Place. She stated that the goal of this initiative is to have individuals and University units support the Coalition and their efforts to make the University a respectful work place for all.

- IV). Suggested agenda items for 2004 - 2005:
- Review Board of Regents policies.

- GLBT program update.
- Brainstorm on how to get more student representation/involvement on EAD.
- Continue to work on the diversity best practices initiative.
- Investigate whether skyrocketing tuition has affected the demographics/class of the University's student body.
- Review the report issued by the Task Force on Academic Freedom.

V). An announcement was made that the "Keeping Our Faculties III" conference will be held November 18 - 21, 2004. Renee Dempsey, Senate staff, was charged with trying to uncover the funding source that financed a couple EAD members; thus, enabling them to attend last year's conference.

VI). In closing, a special thank you was expressed to Professor Lay for her leadership on EAD. Professor Lay, in turn, thanked members for their service this year. Hearing no further business, Professor Lay adjourned the meeting.

Renee Dempsey  
University Senate